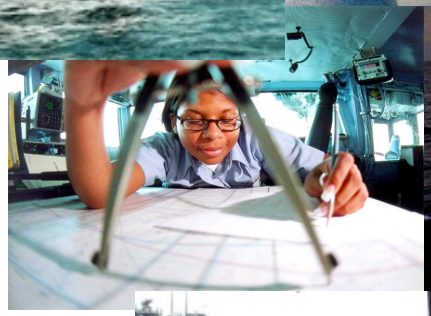
Enlisted Assignments Divis

Pers-40



Mission First... Sailors Always

Who We Are

VADM Ryan
DCNO
Pers-00

RADM Hoewing
CNPC
Pers-00B

RADM Shuford
ACNPC for Distribution
Pers-4

Capt Klatt
Director, Enlisted Assignments
Pers-40

CDR Sierra
Deputy Directory, Enl Assignments
Pers-40B

ABCM Weber
Enlisted Assignments LCPO

CDR xxxxxxxxx
Branch Head
Pers-40x

xxxxxxxxxxxxx
RAO
Pers-40x

xxxxxxxxxxxxxxxx
Senior Detailer/Rating Lead
Pers-40x

Pers-40

29 Officer
290 Sailors
37 Civilians

330,000 customers

Distribution System Overview

ALLOCATION

"Equitable allocation of available personnel to activities"

P45

MCA

PLACEMENT

"Monitoring manning of individual activities"

EPMAC

COMMAND ADVOCATE

ASSIGNMENT [DETAILING]

"Matches individual with a particular job".

SAILOR ADVOCATE

CNO Guidance for 2002

“Sailor Advocacy…is at the heart of my 3 year
- C

Guidance for Leaders:

- Man the Fleet for Battle
- Mentor Our Sailors
- Invest in Our Sailors
- Recruit and Retain the Right People

Project SAIL – Sailor Advocacy through Interactive Leadership

- **Team Detailing**
- **Spouse Employment Pilot**
- **Location SRB**
- **Super JASS**
- **Selection & Classification (RIDE)**
- **Distribution Incentive Pay**
- **E9 Detailing Pilot**
- **Web Marketplace**
- **Intelligent Agents**
- **GENDET Detailing (ASAP)**

Cultural, Process & Technological Change

Project SAIL: Under Way

- **Sailor Advocacy** — **Now**
- **Team Detailing** — **Now**
- **Location SRB (LSRB)** — **Now**
- **E-9 Assignment Pilot** — **Now**
- **ASAP** — **March**
- **Super JASS** — **April**
- **Web-Based E-9 Detailing** — **September**
- **Distribution Incentive Pay** — **October**

Mission First … Sailors Always

Hard Rudder

In the Wake

- Short-Term "Fill the Priority Billet" Focus
- Command Leadership REACTS to Detailing Decisions
- Detailer enforces Priorities and Policies
- Largest opportunity to increase Sailor satisfaction

New Heading

- Long-Term "Career Management" Focus
- Command Leadership PRO-ACTIVELY mentors & shapes sailor's expectations
- Detailer Advocates: acts as an agent for Sailor's Career needs.
- Results: Improved retention & career growth; aligned

The Mechanics of Change

Goals Of Team Detailing

- Engage Command Retention Team (CRT) in the career management of Sailors
- Increase Sailor satisfaction and trust in the Distribution Process
- Shape Sailors' expectations
- Drive toward the end goal of realistic expectations and informed choice
- Increase reenlistments

Key to Success: Effective Leadership/Mentor

TEAM DETAILING

Navy Needs

- Rate/Rank
- NEC
- Fill Da

Incentives and career mentoring help shape Sailor ons.

Negotiation Range to Develop Win-Win Options

Sailor Needs

- Expectation
- Promotion
- Location
- Family

Detailer teams with Command Leadership ; engages range of policy and placement options.

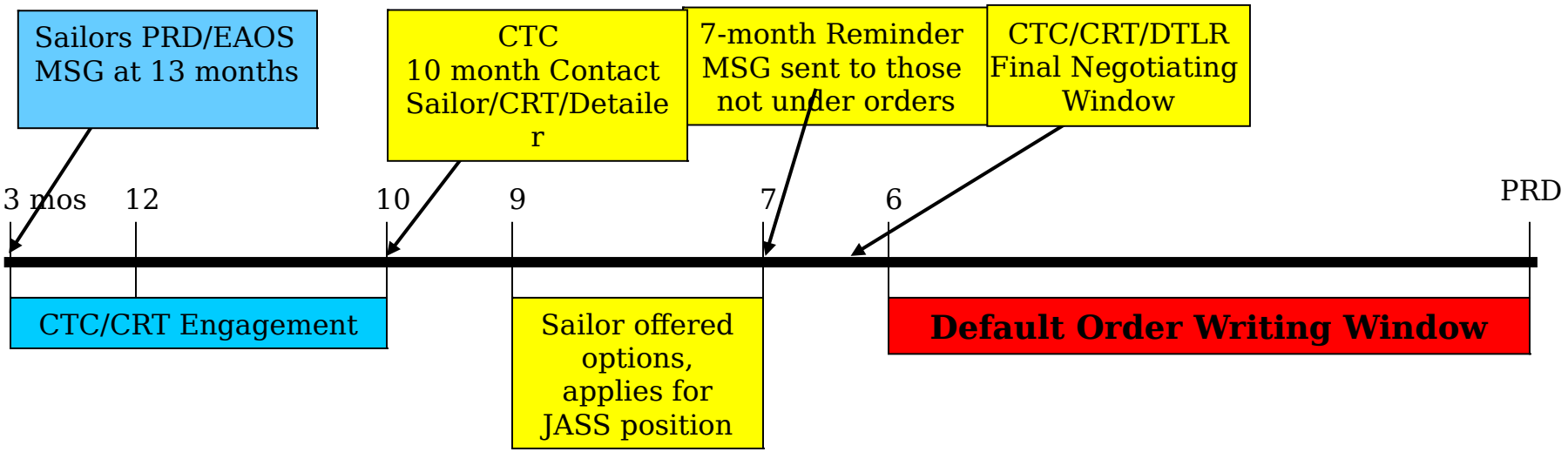
Implementing Teaming

- Command Teaming Coordinator is your single point of contact between NPC and CRT on career progression and assignment issues
- CTCs have been assigned to commands by function and type (Surface, Sub, Air etc.)
  - Branch Heads/RAOs/Rating Leads/Detailers
  - more than 4,200 UICs
- All commands Navy-wide have been assigned to CTCs

JASS identified as the portal for Teaming

Command Driven Team Detailing

CRT/Detailing Timeline



- 12 month career development board
- CRT updates command team spreadsheet
  - Family member status
  - Career intentions
  - Duty preferences
- Detailer updates member data in EAIS

- Detailing window
- JASS
- Sailor offered choices
- G2K
- When required CTC will schedule teaming sessions to shape expectations

- Priority requisitions remaining unfilled
- ORDMODS
- LIMDU/Pregnancy

CTC = NPC Command Teaming Coordinator
CRT = Command Retentention Team

Super JASS: Creating Options for Sailors; Improving Readiness for the Fleet

- Reflects Separation of Assignment and Placement
- Enabled by Improved IT
- Establishes Continuous Feedback Loop
  - Linkage to Team Detailing
- Displays ALL Available Billets in Req Cycle

Better Sailor-Job Matching Improves Performance

Team Detailing MOE

Desired Impacts

- Improved Fleet Readiness
  - Motivated Sailors
- Improved retention
  - Argus
  - Ret Monitoring Sys

Effectiveness Measures

- Default Orders
- 7 Month Messages
- Sailor's duty preferences met
- Preference Proxy (Relationship between Order DTG and EDD)
- Sailor Satisfaction (Survey)
- Gaining, losing Command Satisfaction (S
- Ret

PROCESS Measures

- Quality TEAMING Contacts Made (TEAMING Database on IASS)

Effectiveness

Measure by:

UIC
Rating
Detailer

Super JASS

Home | Jobs | Edit / Review | Results | Notes | Applications | Comments | DATA XFER | Help | Log Out

Review/Hold Jobs and Make Applications

Download Current Requisition for JASS Client: DOWNLOAD SPECIAL PROGRAM'S HOT PICKS

Required Input Requisition Date:02/02

Special Programs and Communities: AB Pay Grade: 1 - 1

Optional Input

MCA	Composite	Location	UIC	NEC
☐ BUPERS ☐ Atlantic ☐ Pacific ☐ Reserve	☐ Sea ☐ Shore ☐ Sub Sea ☐ Sub Shore	○ CONUS ○ Overseas ◉ Both		

Location: All Locations SELECT Unit Type: All Units SELECT

SEARCH CLEAR

HOT PICKS NORMAL PRD G2K OPTIONS

Last Updated Sep 18, 2001

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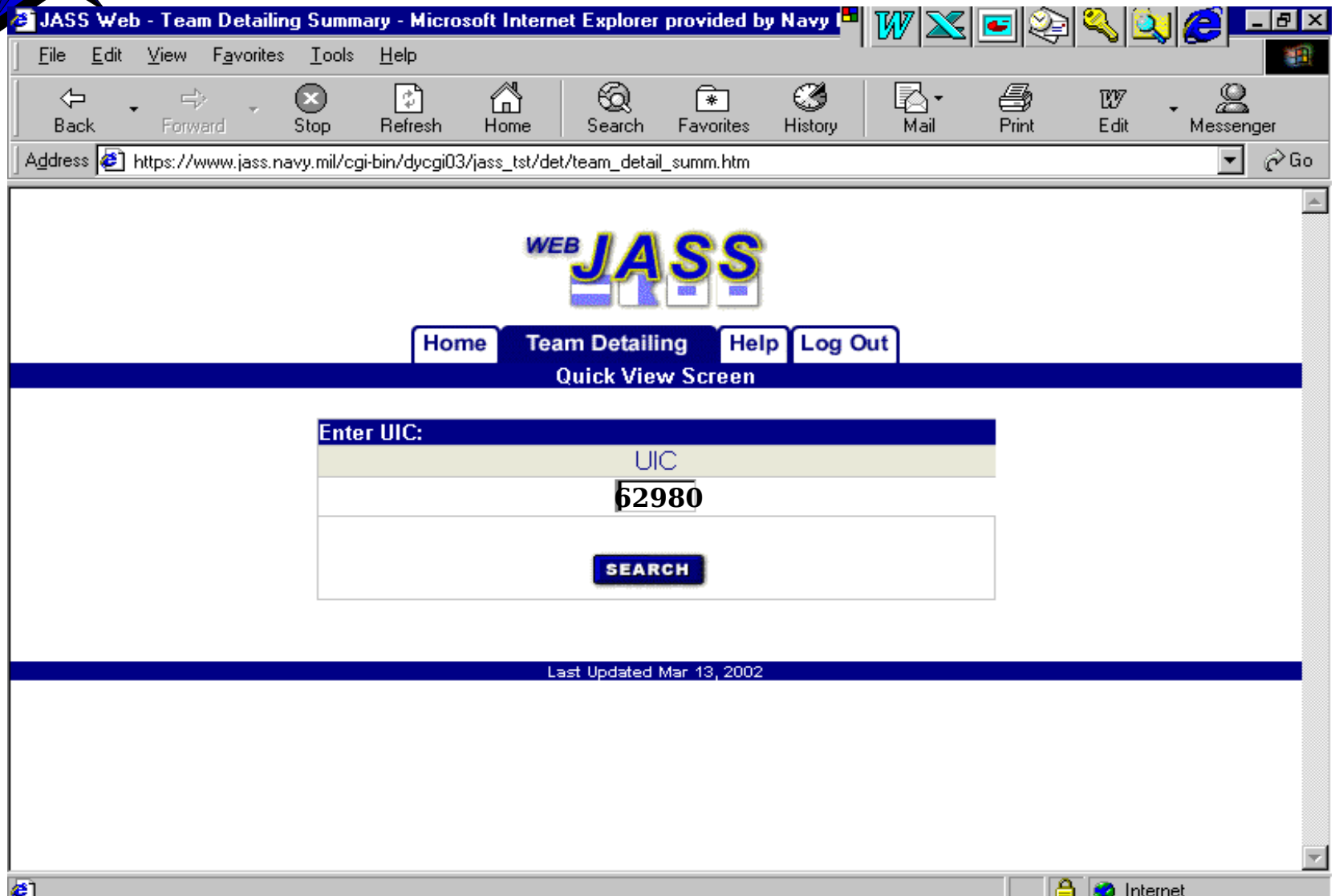
Team Detailing Portal



Teaming Milestones

- ✔ CTCs established formal contact with their assigned UIC as of 01 MAR
- ✔ Command “Virtual Whiteboard” is available on JASS to the Fleet as of 15 MAR
- ✔ CTCs are posted on the NPC homepage by code for all UICs as of 15 MAR
- Customer Relations Management Call Center
  - Awarded and in development
  - Activated in APR 02

What Detailers CAN Do

- Make Assignments within PRD window (-3/+4 months)
- Make Valid GUARD 2000 Commitments
    - Billet permitting
- Coordinate Swaps
- Coordinate Spouse Collocations (1306/7 always required)
- Extend PRD (NAVPERS 1306/7 usually required)
- Provide Career Counseling and Advice
- Approve Split Tours
- Nominate to Special Programs (Recruiting, Recruit

What Detailers CAN'T Do

- Change Allowance (BA and/or NMP)
- Make Assignments to Non-Existent Requirements
- Break PRD more than -3/+4 Months
- Break TOS or DoD Area Tours
- Change Sea/Shore Rotation
- Make GUARD 2K Commitments to Unqualified Personnel
- Make Assignments Contrary Requisition Priority
- Make Paygrade Substitutions without EPMAC Approval
- Make Humanitarian Assignments
- Change Enlistment Contracts
- ***WAIVERS TO THE ABOVE SHOULD BE***

How to Help Your Sailors

- Prepare early and plan ahead
  - PRD Planning should be on a 13 month horizon
  - Encourage early contact with the Detailer
  - Sailors deserve good counseling and advice
- Assignment decisions and commitments should adhere to 6-9 month PRD window policy
- Don’t wait too long to make a decision
- Many requisitions require a specific NEC/special quals
- Communicate special needs and concerns directly to detailer

Command Responsibilities

- Designate a Point-of-Contact for NPC to exchange information between Sailors and Detailers
  - Typically, this is your CCC
- Ensure 13 month “roller” spreadsheet is updated
  - Update Sailor resumes with notes gathered during Career Development Board (CDB) / CCC 12 month interviews
- Update contact (email, phone numbers) and operational (upcoming deployments, inaccessibility to phone) information

Process and Problems

- CNP Guideline: Sailors should be under orders NLT 6 months prior to PRD
- Submit 1306/7's for all special requests
- Problems should be discussed at the appropriate level:
  - CO, XO (Branch Heads)
  - CMC, Department Head (Rating Assignment Officer)
  - CCC (Rating Detailer, CTC)

Bottom Line

- There is no substitute for Sailor-to-Detailer dialogue
  - JASS works best in conjunction with Teaming
  - The process is still “personal”!

- The basic detailing triangle has not changed shape!
  - Sailor desires, career needs, Needs of the Navy…

- Success is measured one Sailor at a time

Detailer Toolbox

Split Tour

Special Duty

HYT Waivers

Termination Shore Duty for Sea Duty

Fleet Reserve Requests

Blue Jacket HARP

Seminar Duty

OTEIP

STAR & SCORE Reenlistment

Early Transfer

Humanitarian Reassignment System

Commissioning Programs

Compensation Initiatives

GUARD 2000

Always

Web-based Marketplace for Sailors and Jobs

OS2 Jones

- Career History
- TF EXCEL "resume"
- Preferences
- Personal/Family Needs, Issues
- Career path
- Career Counselor

SIHRS Databases

Distribution Incentives

Web-based Marketplace

NPC Intelligent Agent

USS Germantown NC/XO

Germantown's Intelligent Agent

- Billet Base (SkillsNet, TF EXCEL)
- Onboard Personnel
- Vacancies
- HR Assistant
- Special Needs
- Staffing Rules/Policies